

Equality & Health Impact Assessment for

Decontamination Policy/Procedure

Please read the Guidance Notes in Appendix 1 prior to commencing this Assessment

Please note:

- The completed Equality & Health Impact Assessment (EHIA) must be
 - Included as an appendix with the cover report when the strategy, policy, plan, procedure and/or service change is submitted for approval
 - Published on the UHB intranet and internet pages as part of the consultation (if applicable) and once agreed.
- Formal consultation must be undertaken, as required
- Appendices 1-3 must be deleted prior to submission for approval

Please answer all questions:-

1.	For service change, provide the title of the Project Outline Document or Business Case and Reference Number	There is no change in service provision just a review of current guidance for staff within Public Health Wales
2.	Name of Clinical Board / Corporate Directorate and title of lead member of staff, including contact details	Quality, Nursing and Allied Health Professional Directorate Sam Ray Email sam.ray@wales.nhs.uk . Tel 02920 104543
3.	Objectives of strategy/ policy/ plan/ procedure/ service	To outline Public Health Wales's policy of implementation of and adherence to current Decontamination best practice for all staff within the organisation.

<p>4.</p>	<p>Evidence and background information considered. For example</p> <ul style="list-style-type: none"> • population data • staff and service users data, as applicable • needs assessment • engagement and involvement findings • research • good practice guidelines • participant knowledge • list of stakeholders and how stakeholders have engaged in the development stages • comments from those involved in the designing and development stages <p>Population pyramids are available from Public Health Wales Observatory and the 'Shaping Our Future Wellbeing' Strategy provides an overview of health need.</p>	<p>Guidance documentation relating to decontamination:</p> <ul style="list-style-type: none"> • Decontamination of Medical Devices: A development plan for healthcare organisations 2016 • Welsh Health Technical Memorandum 01-06 Decontamination of flexible endoscopes • Welsh Health Technical Memorandum 01-01 Parts A-E Decontamination of medical Devices within acute services. • Health and Care Standards, Welsh Government 2015 • National Infection Prevention and Control Guidelines, Health Protection Scotland http://www.nipcm.hps.scot.nhs.uk/
<p>5.</p>	<p>Who will be affected by the strategy/ policy/ plan/ procedure/ service</p>	<p>The policy is for all staff employed or contracted by Public Health Wales</p>

6. EQIA / How will the strategy, policy, plan, procedure and/or service impact on people?

Questions in this section relate to the impact on people on the basis of their 'protected characteristics'. Specific alignment with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 is included against the relevant sections.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
6.1 Age For most purposes, the main categories are: <ul style="list-style-type: none"> • under 18; • between 18 and 65; and • over 65 	As this policy reinforces adherence to best practice with regard to decontamination and service delivery by all Public Health Wales staff it should have a positive impact on all service users. Public Health Wales commissions endoscopy services from Health Boards as part of the delivery of the Bowel Screening programme. As such, the organisation is responsible for ensuring that all premises where decontamination of	Representatives from Public Health Wales assist in audits of decontamination premises within commissioned Health Boards in partnership with Shared Services.	

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
	equipment is undertaken adhere to required standards.		
6.2 Persons with a disability as defined in the Equality Act 2010 Those with physical impairments, learning disability, sensory loss or impairment, mental health conditions, long-term medical conditions such as diabetes	As this policy advocates best practice in decontamination it would not have a detrimental impact on this group of individuals	Nil	Nil
6.3 People of different genders: Consider men, women, people undergoing gender reassignment NB Gender-reassignment is anyone who proposes to, starts, is going through or who has completed a process to change his or her gender with or without going through any medical	As this policy advocates best practice in decontamination it would not have a detrimental impact on this group of individuals	Nil	Nil

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
procedures. Sometimes referred to as Trans or Transgender			
6.4 People who are married or who have a civil partner.	As this policy advocates best practice in decontamination it would not have a detrimental impact on this group of individuals	Nil	Nil
6.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding. They are protected for 26 weeks after having a baby whether or not they are on maternity leave.	As this policy advocates best practice in decontamination it would not have a detrimental impact on this group of individuals	Nil	Nil
6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers,	As this policy advocates best practice in decontamination it would not have a detrimental	Nil	Nil

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
gypsies/travellers, migrant workers	impact on this group of individuals		
6.7 People with a religion or belief or with no religion or belief. The term 'religion' includes a religious or philosophical belief	As this policy advocates best practice in decontamination it would not have a detrimental impact on this group of individuals	Nil	Nil
6.8 People who are attracted to other people of: <ul style="list-style-type: none"> • the opposite sex (heterosexual); • the same sex (lesbian or gay); • both sexes (bisexual) 	As this policy advocates best practice in decontamination it would not have a detrimental impact on this group of individuals	Nil	Nil
6.9 People who communicate using the Welsh language in terms of correspondence, information leaflets, or service plans and design	No detrimental impact people who communicate in Welsh language.	Nil	Nil

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
Well-being Goal – A Wales of vibrant culture and thriving Welsh language			
6.10 People according to their income related group: Consider people on low income, economically inactive, unemployed/workless, people who are unable to work due to ill-health	As this policy advocates best practice in decontamination it would not have a detrimental impact on this group of individuals	Nil	Nil
6.11 People according to where they live: Consider people living in areas known to exhibit poor economic and/or health indicators, people unable to access services and facilities	As this policy advocates best practice in decontamination it would not have a detrimental impact on this group of individuals	Nil	Nil
6.12 Consider any other groups and risk factors relevant to this strategy,	As this policy advocates best practice in decontamination it would not have a	Nil	Nil

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
policy, plan, procedure and/or service	detrimental impact on this group of individuals		

7. HIA / How will the strategy, policy, plan, procedure and/or service impact on the health and well-being of our population and help address inequalities in health?

Questions in this section relate to the impact on the overall health of individual people and on the impact on our population. Specific alignment with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 is included against the relevant sections.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
<p>7.1 People being able to access the service offered: Consider access for those living in areas of deprivation and/or those experiencing health inequalities</p> <p>Well-being Goal - A more equal Wales</p>	<p>This policy advocate’s adherence to current evidence based recommendations, best practice on decontamination processes and supports the current zero tolerance of preventable healthcare associated infections.</p>	<p>Nil</p>	<p>Nil</p>
<p>7.2 People being able to improve /maintain healthy lifestyles: Consider the impact on healthy lifestyles, including healthy eating, being active, no smoking /smoking cessation,</p>	<p>This policy advocate’s adherence to current evidence based recommendations, best practice on decontamination processes and supports the current zero tolerance of preventable</p>	<p>Nil</p>	<p>Nil</p>

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
<p>reducing the harm caused by alcohol and /or non-prescribed drugs plus access to services that support disease prevention (eg immunisation and vaccination, falls prevention). Also consider impact on access to supportive services including smoking cessation services, weight management services etc</p> <p>Well-being Goal – A healthier Wales</p>	<p>healthcare associated infections.</p>		
<p>7.3 People in terms of their income and employment status: Consider the impact on the availability and accessibility of work, paid/ unpaid employment, wage levels,</p>	<p>This policy advocate’s adherence to current evidence based recommendations, best practice on decontamination processes and supports the current zero tolerance of preventable</p>	<p>Nil</p>	<p>Nil</p>

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
job security, working conditions Well-being Goal – A prosperous Wales	healthcare associated infections.		
7.4 People in terms of their use of the physical environment: Consider the impact on the availability and accessibility of transport, healthy food, leisure activities, green spaces; of the design of the built environment on the physical and mental health of patients, staff and visitors; on air quality, exposure to pollutants; safety of neighbourhoods, exposure to crime; road safety and preventing injuries/accidents; quality and safety of play areas and open spaces	This policy advocate’s adherence to current evidence based recommendations, best practice on decontamination processes and supports the current zero tolerance of preventable healthcare associated infections.	Nil	Nil

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
Well-being Goal – A resilient Wales			
<p>7.5 People in terms of social and community influences on their health: Consider the impact on family organisation and roles; social support and social networks; neighbourliness and sense of belonging; social isolation; peer pressure; community identity; cultural and spiritual ethos</p> <p>Well-being Goal – A Wales of cohesive communities</p>	This policy advocate’s adherence to current evidence based recommendations, best practice on decontamination processes and supports the current zero tolerance of preventable healthcare associated infections.	Nil	Nil
<p>7.6 People in terms of macro-economic, environmental and sustainability factors: Consider the impact of government policies; gross domestic product; economic</p>	This policy advocate’s adherence to current evidence based recommendations, best practice on decontamination processes and supports the current zero tolerance of preventable	Nil	Nil

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
development; biological diversity; climate Well-being Goal – A globally responsible Wales	healthcare associated infections.		

Please answer question 8.1 following the completion of the EHIA and complete the action plan

<p>8.1 Please summarise the potential positive and/or negative impacts of the strategy, policy, plan or service</p>	<p>This policy advocate’s adherence to current evidence based recommendations, best practice on decontamination processes and supports the current zero tolerance of preventable healthcare associated infections.</p>
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Action Plan for Mitigation / Improvement and Implementation

	Action	Lead	Timescale	Action taken by Clinical Board / Corporate Directorate
<p>8.2 What are the key actions identified as a result of completing the EHIA?</p>	<p>No specific actions identified</p>	<p>SR</p>	<p>N/A</p>	

	Action	Lead	Timescale	Action taken by Clinical Board / Corporate Directorate
<p>8.3 Is a more comprehensive Equalities Impact Assessment or Health Impact Assessment required?</p> <p>This means thinking about relevance and proportionality to the Equality Act and asking: is the impact significant enough that a more formal and full consultation is required?</p>	No			

	Action	Lead	Timescale	Action taken by Clinical Board / Corporate Directorate
<p>8.4 What are the next steps?</p> <p>Some suggestions:-</p> <ul style="list-style-type: none"> • Decide whether the strategy, policy, plan, procedure and/or service proposal: <ul style="list-style-type: none"> ○ continues unchanged as there are no significant negative impacts ○ adjusts to account for the negative impacts ○ continues despite potential for adverse impact or missed opportunities to advance equality (set out the justifications for doing so) ○ stops. • Have your strategy, policy, plan, procedure and/or service proposal approved • Publish your report of this impact assessment • Monitor and review 	<p>As there are no negative impacts identified this policy should continue unchanged</p>			